G.R.S. IX–5]

Previous references. 1922-23 (800) File No. 42-22

Serial Nos. 1.

Later references.

GENERAL AND REVENUE SECRETARIAT.

Part B for Dec. 1924

SUBJECT

Reduction of menial Establishments in the various Govt. offices of the State.

Sl 1. To The Secretaries to Govt
The Controller to Govt.
The Deputy commissioners of Dr's
The Comptr, mysore Gazette, for Publication in the mysore Gazette.
Copy to the Special officer —
The Forest Table
Order No. O 1629-92/800 & 2-22-18 11/22
passed order regarding the Reduction of the menial Estt. in various offices in the State. —

Ramaswamy
5/11/12.1924

A1679

ffice of the Inspector General of Forests
and Plantations in Mysore.

Camp Sergur 31st January 1887.

Desps. ——— 3/2/87

The Inspector General of Forests
and Plantations in Mysore.

The Chief Secretary to the Dewan
of Mysore.

Deputy Commissioner of the Hassan
for a ruling in regard to the —
idars to pay 10 per cent Commissio
ceeds of Inam Sandalwood when
themselves by private sale. Noti=
dated 29th July 1872, has laid
on Sandal shall be collected, —
ted and classified in Exactly the
as Government Sandal: the Forest
arng in the first instance the
ire on such collection and prepar
overing the same from the Sale
fter. Such private Sandalwood
y auction along with Government
te selling price a Commission
of

of 10 per cent is to be recovered
Credit of Government.

2 A departure from this
allowed in the case of Bukesh
who was permitted to sell his
at the Kafoan kothi; but accor
the 10 per cent Commission does
been recovered from the Purs.
precedent in another case in W
Sundalwood was similarly p
his own arrangement for a pri
precautions were taken that th
were not lower than those obt
last auction as it would o
affected the Commission fo
ment.

3 As regards the pu
I am clearly of opinion that th
Commission is chargeable whe
is sold by Government or
by the owners themselves pr
particularly the Forest De

RESOLUTION NO.38. - Regarding reduction in the Menial Establishment.

***

A number of Non-Official Witnesses have stated that the expenditure on Menial Establishment is very much more than what the public service demands and have advocated the entire abolition of the system of home orderlies to Government Officers and also -- reduction of staff working in offices to the minimum absolutely necessary.

2. Mr. Datta, the Special Officer, who scrutinised the State's Finances a few years ago has recorded the following observations in regard to the unnecessarily large number of menials employed in the several -- offices of the State:-

The next point which I should bring prominently to notice is the enormous number of menials on the poorest possible pay, attached to many of the offices of the State. As an outsider, it x seems to me to have been possible for the State to have got such a large number of men on such poor pay, only because the work allotted to each, owing to the enormous - number of men employed, is extremely light. Its main effect is to create a class of men who lead a most idle life, and eke out a most miserable existence. I am of opinion that the minimum pay of these men - should be fixed at Rs.8/- or even Rs.9/- and that a considerable part of the extra cost which would be involved by this measure should be met by reducing the number of men employed. Such an increase would improve the general condition of the country by - improving the material condition of this section of the people and making them earn decent living by - more honest work".

The recent enhancement of the pay of the Menial Establishment on account of high prices has considerably added to the State's expenditure and an appreciable reduction in the number of menials employed by the State is all the more necessary at present.

3. From the Secretariat file on this subject specifically referred to the Committee it is found that there are at present about 6000 menials (including a few hands whose pay is charged to District and Municipal Funds) doing duty in offices or at residences of Officers, exclusive of Police constables, Excise Tree Markers, Forest Guards, Process Servers, Jail Warders, Rank and File of the Military and the -- menials of the Railway Department who are entertained for executive duties as their legitimate work. The total number of inferior servants in the whole State excluding Railway and Capital departments is roughly. 18,000 costing Rs.19 lakhs per annum. Out of the Staff of about 6,000 "Civil Peons" above referred to which may be estimated to cost about 6 lakhs of rupees per annum, about 3,000 or roughly 50 per cent of the total strength are employed on duty with officers viz., 1400 working in offices as their orderlies and 1600 at their residences, the rest being employed on general duty in offices carrying files, messages etc., or on specific duties assigned to them such as delivery of letters, guard duty, cleaning offices, lascars, -- mutchis, binders etc.,

4. The system of Government Officers being - permitted to have a certain number of orderlies -- detailed for duty at their residences mainly for - despatch of public business has long been recognised in the State and the Committee's attention has been

drawn to the order of Government No.G.6620-45/G.M. 236-07-1 dated 13th May 1908 an extract of which is reproduced below:-

" (i) As a rule orderlies are to be allowed to a Gazetted Officer for attendance on him in office, and such officer may, solely with a view to facilitate disposal of Government work, be permitted to detach a certain number according to requirements for duty at his residence".

" (ii) In the case of Heads of Offices and Departments including Secretaries to Government who may be generally required to attend to Government work or to receive visitors on officials' business at their residences, a distinction between office and home orderlies may be made, and the number of the latter fixed on a consideration of the rank and position of the officer and the nature and quantity of work to be done by him out of office".

5. Various other considerations are also urged in support of the existing arrangements of providing Government Officers with a number of home orderlies, such as

(1) The need for maintaining a certain amount of ceremonial and dignity in respect of certain high officers such as Members of Government and the Judges of the Chief Court.

(2) Frequency of touring and the need for maintaining one or more camps.

(3) The need for providing for shifts of duty so as to have a number of men on duty at all hours of the day or night.

6. A reference to the statistics given in the Secretariat file shows that 5 home orderlies are at

present permitted in several cases in which the arrangement cannot be justified ~~w~~ even on any of the considerations above set forth and that at any rate the number of peons now detailed for such duty is unnecessarily large in a very large number of cases. The system has led to abuse. It will be observed that certain officers in the lower as well as in higher grades have as many as 10 and 12 peons detailed for duty at their residences. The Committee is not convinced that it is at all necessary in the interest of public service to provide any peons at Government expenses for duty solely at the residences of officers. At the same time the Committee considers that the sudden withdrawal of home orderlies from all officers as suggested by some of the witnesses is under present conditions undesirable for various reasons, and that the privilege should, under strict limitations to be specified later, be continued only in respect of high functionaries and officers having executive duties which bring them in contact with the general public. The privilege should, however be gradually done away with even in these cases in course of time. In this view the Committee would submit the following proposals for regulating the number of orderlies to Government officers at their residences:-

(i) No change is proposed in the scale of orderlies of the Dewan and His Highness the Extraordinary Member of Council.

(ii) The Members of Council and the Judges of the Chief Court may be allowed to have 4 home orderlies each.

(iii) Heads of specified major Departments having frequent touring work throughout the Province such as the Revenue Commissioner, Excise Commissioner, Chief Engineer and Inspector General of Education may have 4 orderlies each.

(iv) The Chancellor of the Mysore University, Heads of all ther Departments including Inspector General of Police (who may be permitted to have a certain number of Police orderlies in addition as explained in Para 8 Infra) all Secretaries to Government, Deputy Commissioners of Districts (who may also be given Police orderlies), District Judges and all officers of corresponding rank and status to have 2 orderlies each.

(v) Superintendent, Government Press, Superintendent Government Gardens, Executive Engineers and Officers of similar rank in independant charge of offices, Sub-Judges, Registrar of Chief Court, Registrar of Mysore University, Private Secretary to His Highness the Yuvaraja, Private Secretary to the Dewan, Registrar of General and Revenue Secretariat, Assistant Commissioners in charge of Sub Divisions and all Gazetted Officers in all Departments not above specified, having executive duties, to have one orderly each.

N o t e - Under and Assistant Secretaries to Government, Office Assistants to Heads of Departments, Treasury Assistant Commissioners, Munsiffs and all other Gazetted Officers not having touring work need not be allowed any home orderly.

N o t e (2). Superintendent and Assistant Superintendent of Police, who will be permitted to have police orderlies, need not be given any civil peons.

(vi) The following other subordinate officers having executive work may on account of special nature of their duties be allowed home orderlies on the following scale:-

(a) Amildars and Deputy Amildars 2 each besides a Police orderly in addition.

(b) Sheikdars 2 each.

(c) Other executive subordinates such as Excise

(6)

Inspectors, Assistant Inspectors etc., on each.

According to the above general principle the Committee estimates that there will be a reduction of about 800 peons or 50 per cent of the number now employed on duty at the residences of officers.

7. Orderlies to officers in Office. The Committee is of opinion that the number of peons detailed for attendance on officers in offices is also much in excess of requirements in several cases and may be cut down. Some officers seem to have as many as 6 peons attending on them in office. Ordinarily one peon should be enough in the case of all officers below the grade of Deputy Commissioners to whom and to officers of higher rank 2 peons (including a menial officer) may be allowed.

The Committee thinks that in no case would a larger number be necessary for attendance solely in Office. In the case of touring Officers it should not be difficult to arrange for camp work by detailing the necessary staff out of the total number on duty with them in office and at residence.

8. Besides the "Civil Peons" on orderly duty with them, certain officers are given a number of Police constables for attendance on them and the Committee considers that the number of Policemen withdrawn from their legitimate work is too large and should be reduced.

The Committee would propose the following scale of Police orderlies for attendance on officers at offices or residences as the case may be:-

	Number	
Inspector General of Police.	4	In addition to the usual number of "Civil Peons" 2 or 1 for office and 2 at residence, as the case may be.
Deputy Commissioners of Districts.	3	

	Number.	
Superintendent of Police	4	No Civil Peons to be allowed. 2 for office & 2 at residenc
Assistant - Superintendent	3	2 for Office and 1 at residen
A m i l d a r	1	In addition to Civil Peons at residence.
Headquarter & Taluk Police Inspector	1	For residence.
Prosecuting Inspector Public Prosecutors.		No orderlies.

One Police constable may be given as Court Orderly for each Magistrate's Court, Subordinate to the District Magistrate (including that of Amildars Magistrates). The above proposals will not however permit of any reduction being made in the number of Police peons or the cost of the Police Department, but they will set free a large number of constables for their legitimate work in the Department, who are now doing menial work.

As regards the number of menials employed in office work in general or on specifically assigned duties, the Committee recommends a general reduction of 12½ per cent in all offices having a larger number than 8 peons engaged on such work. The cases of offices with a smaller number of menials will have to be individually dealt with and the superfluous staff reduced.

9. If the foregoing recommendations are accepted the Committee estimates the total reduction under menial establishment at about 1200 in numbers costing about 1¼ lakhs of rupees per annum (including pay and clothing charges).

(8

N O T E.

The Special Finance Committee suggest a reduction in the menial establishment to an extent of 1200 menials in order that a saving of about Rs. 1,25,000 may be effected in State expenditure. They base their recommendations on the list prepared in the Secretariat in regard to the total of this establishment now maintained by the State and assume that it numbers on the whole to about 6000 of which they suggest that about 1200 may be reduced.

2. They consider that the reduction has become imperative in view of the fact that owing to the grant of high prices allowances, the cost of the menial establishment has increased to a very large extent They refer to the recommendations made by Mr. Datta wherein he suggested a large reduction in the total menial establishment of the State accompanied with an increase in their pay to an average of at least 8 or 9 Rs. per month. With a view to afford relief consequent on the ~~xxx~~ high prices resulting from the war, the pay of the inferior services has largely been increased within recent years. Relief was first granted to the low paid establishments employed by the State in Government Order dated 9th July 1918 on the scale contemplated by the rules in the Civil --- Account Code. A grain compensation allowance of Rs. 2 was sanctioned for all employees on pay exceeding Rs. 16 per month and not exceeding Rs. 30, and Re. 1 to all those whose pay ranged between 5 and 16 per month, while in the case of those drawing lower pay their total emoluments were increased to Rs. 6 per month. In the case of localities where the price of ragi was below 10 seers per rupee, these allowances

(8) As a result of the increase of pay and lowering of a part of H.P. allowance in salary the average pay of an office menial now is Rs 11 p.m or Rs 132 per annum

allowances were increased to Rs. 3 and 1-8-0 respectively in the case of the first two classes and the total emoluments of the last class were raised to Rs. 6-8-0 per month. As under the rules in force, no relief was provided to the employees in Bangalore City, an order was passed on the 18th November of the same year (1918) directing that a grain compensation allowance on the higher scale shoul be given to the employees in Bangalore and Mysore -- Cities irrespective of the prices of any grain selling in Bangalore.

The increase in cost on account of charges of inferior establishment as a result of the order of 9th July was about Rs. 30,000 per month and this was raised by another 6,000Rs. after the issue of the orde extending relief to the inferior service in the two premier cities of the State. As this relief was -- found inadequate, a war allowance at the rate of one anna in the rupee of the salary drawn by all employees under Rs. 50 per month, subject to a minimum allowance of Rs. 2 was sanctioned in November 1918 in addition to the grain compensation allowance. The cost of the inferior establishment as a result of these two allowances rose to about 65,000 Rs. per month. These allowances continued up to July 1920 when they were consolidated into High Prices Allowances under which substantial increases in emoluments were granted to the employees in the inferior service, ranging from Rs. 4 to Rs. 7 per month in accordance with their -- salary. The total cost per month on account of the consolidated pay to the inferior service was about Rs. 1,04,000 or Rs. 12,48,000 per annum. The High Prices Allowances were merged in pay in accordance with the orders passed in October 1921 and the total

(20

increase in salary per month to the employees in inferior service under this order is Rs. 57,000 or Rs. 6,84,000 per annum.

3. The total strength of this inferior establishment is estimated at 19,380[x] of which the number of menials employed in offices or on duty with Officers is estimated at 4,560[a] with the exception of those on duty in the Electrical and Railway Departments and the University, the details in ~~xxxx~~ regard to which are not available in the budget. The total pay of this menial establishment was Rs. 4,42,541 and this was increased to Rs. 6,02,473 as a result of the Government order of the 9th October under which the High Prices Allowances were merged in pay. The increase in cost to Government on the menial establishment employed in these offices is Rs. 1,59,931 or roughly Rs. 1,60,000 per annum, and the present average salary per menial is about Rs. 132 per annum. According to the statement furnished to the Secretariat by the Railway and the Electrical Departments and the University, the total number of menials employed by them is 246 and assuming that their rate of pay is the same as that in the other departments of the State, it will work out to about Rs. 32,472 per annum. The total strength therefore of the menial(office) establishment in the State is 4,806, costing about Rs. 6,34,944[o] or roughly Rs. 6,35,000 ~~xxx~~ per annum.

The figure in ~~regard to~~ respect of the strength of this establishment assumed by the Special Finance Committee is 6,000. This is not accurate, as ~~it~~ the Secretariat Statement on which it is based includes a number of employees such as Police ~~xxxx~~ Constables, Excise Tree Markers, Jail Wanders and Municipal Sweepers who cannot properly be regarded

× The annual cost on account of the pay of the Inferior Establishments is Rs 30,36,000 and not Rs 18,00,000 as assumed by the Special Finance Committee. Vide Flag A.

(a) Flag B.

Accounts Officer, Civil Appellate Office

o Vide Statement A.

to come under the category of menials employed in ~~the~~ offices.

4. The Special Finance Committee assumed that about 1600 menials are employed on orderly duty in the residences of officers and/a recommend retrenchment of about 50% in their number as they emphasise that Government servants should not be allowed to do duty solely in the houses of officers unless under circumstances in which a regard to public interest may be held to support the practice. They consider that the privilege should be limited in respect of high functioneries and officers having executive duties which bring them in contact with the general puolic. I must say I am in entire sympathy with this recommendation although I am aware that the sudden withdrawal of the previlege ~~xx~~ which has been enjoyed by the officess in tne State from, perhaps, time immemorial, would be felt as a great hardship and ~~even~~ perhaps even as an injustice. I think we should appeal to the better mind of our Officers and to their high sense of public duty and I am sure we shall not fail in obtaining their hearty co-operation. At the same time, I do not think that we can limit public servants doing duty in the residences of officers to the instances to which they have been restricted by the Committee. It seems to me that every gazetted officer in independent charge of an Office should be allowed the services of a Government peon for duty at his house whether he is a touring officer or not and the Officer should be instructed that the peon is deputed solely for facilitating Government work . Government trusts that the officer does not employ him on duties of a purely domestic nature. This limitation would at once withdraw the peons now work-

working in the houses of Office Managers, District Shirastedars, Taluk Shirastedars and such like as I see numerous instances of peons working xxxxxx in the houses of such officials from the statement furnished xxxxxx to the Secretariat. These peons must be immediately withdrawn and the officials must be warned against any further continuance of this very unauthorised employment of Government peons.

5. In the case of Touring Officers, such as Assistant Commissioners, in charge of Sub Divisions, I should allow 2 peons to work at home with the specific injunction in regard to their employment I have laid down above. Officers of other departments, such as District Medical Officers, District Inspectors of Education, District Forest Officers, District Excise Officers etc., may be allowed one peon each for work at their residences. In regard to the Deputy Commissioners, I feel that at least 4 peons should be allowed to them for duty at their residences in view of the vary large Government work they will have to attend to at their houses and the number of visitors they should have to see. Officers of Co-ordinate status, such as District Judges need not be allowed more than 2 peons and the improper practice of having , in some instances, five peons by officers of this class should be forthwith put a stop to.

I think that Heads of Departments should have peons varying from 3 to 4 at their residences depending on the quantity of public work they have to do in their houses. In the case of Head-quarter Officers, such as Assistant Secretaries to Government, Head-quarters Assistants to Important Heads of Departments, I think one peon at home may be allowed.

In the cass of Amildars and other subordinate ,

officers, I am of opinion that 4 peons may be allowed to the Amildars in view of the very heavy work, 2 to Sheikdars and 1 to every subordinate executive officer such as Sanitary Inspector, Tank Inspector, etc.

It will not be possible to effect any retrenchment in the menial establishment under higher officers of the Secretariat ~~or~~ the Members of Council, or the Judges of the Chief Court as it has been reduced to the minimum.

If these principles are accepted, it seems to me that out of about 1500 menials on duty with officers exclusive of ~~the~~ Police Constables, at least 300 can be retrenched.

6. In the case of menials on orderly duty in Government Offices, no officer of the grade below that of a Deputy Commissioner need have more than one and no officer of higher status need have more than two. It will be possible to reduce about 250 of the menial establishment employed on this duty out of a total of 1250.

The strength of the establishment employed on other general and special duty in offices is about 3050 and I ~~xxxx~~ think an endeavour should be made to retrench about 310 out of this establishment, roughly about 10 to 11%. This can be effected if at least one peon is reduced in every office having a strength of 6 peons or more and two peons in the case of every office with subordinate employing ~~more than~~ 10 peons or more.

I have had the statements received from various public offices in respect of the distribution of duties alloted to menial servants, ~~xxxxxxxxxx~~ carefully scrutinised and alloted the number of peons on the principles I have sketched above. I find that it will be possible to retrench about ~~310~~ 610 menials out of those on duty with officers in their residences as well as

Vide Statement B.

in offices as against 550 that I proposed as the limit ~~xxxxx~~ in this note. The total reduction in the menial establishment employed on general or special duty in public offices will amount to about 220 as against 210 I have suggested. It is not proposed to touch offices in which less than five peons are employed.

Vide statement C.

I should aim at reducing the menial establishment by at least 760 which will reduce the total annual cost on this establishment by a lakh of rupees, bringing it down to Rs. 5,35,000 which is in itself Rs. 1,00,000 in excess of the cost of this establishment in 1918.

7. The Special Finance Committee make detailed recommendations in regard to the constables whom they would propose to allow to various Government Officers. These proposals do not involve any retrenchment in expenditure. I find from the statement forwarded by the Inspector General of Police that there is no principle in regard to the allotment of police constables for orderly duty. Some of the ~~Deputy Commissioners~~ District Magistrates are allowed as many as 5 constables while others restrict their requirements to only one in their residences and the number on duty in their offices varies from 1 to 5. It seems the whole question of the Police Orderlies to be allowed to ~~the xxxxxxxxxx~~ Officers and Courts should be gone into with reference to the rules in force and detailed recommendations obtained from the Inspector General of Police before final orders are passed on this subject.

8. The points for consideration on the recommendations of the Special Finance Committee are as follows:-

(a) Whether it is not advisable to lay down any

general principles as regards the deputation of Government peons at the residences of officers for Government duty.

(b) Whether it is not necessary to fix the number of menials that should be alloted for the various grades of officers for duty at their residences.

(c) Whether it is not advisable to ~~xxxxxxxxxx~~ retrench at least at the rate of one peon in every office having a total menial establishment of 6 peons and at the rate of 2 in the case of offices having 10 or more peons.

(d) Whether it is not advisable to aim at a total retrenchment of about a lakh of rupees in the present expenditure on menial establishments.

(e) Whether the Inspector General of Police may be asked to report the principles under which orderlies are deputed for duty on officers, for ~~for~~ vide words the final orders of Government.

Reduction of the unique by numbers menial staff U.S. all. - The Collector of ... Make reductions accordingly effected. Thereafter Inspector General

Forwarded with compliments to Chief Secretary. With three statements attached

26/7

26/7/22

(For Disposal at a Meeting)

No. C. 54

.....1922-23

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause xii of the schedule)

Recommendations of the Special Finance Committee regarding reduction in the menial establishment.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

.....26th JULY.....1922

Chief Secretary to Government.

Extraordinary Member of Council.

First Member of Council.

Second Member of Council.

Third Member of Council.

16

Extract from the Proceedings of the 623rd *Meeting of the Council of His Highness the Maharaja, held at Bangalore on the* 7th August 1922. *19*

65. Subject.- Clause xii of the schedule.

Recommendations of the Special Finance Committee regarding reductions in the menial establishment.

OPINION OF THE COUNCIL.

The general principles indicated in the Dewan's minute may be approved in revising the menial establishment of the State as a whole.

2. The rate of pay of peons may be revised as follows:--

	Peons.	Duffedars.	Jamedars.
At Mysore and Bangalore...	11, 12, 13.	15	17.
At other places,	10, 11, 12.	14	16.

3. The question of police orderlies may be separately investigated.

(Signed) A. R. BANERJI,

Dewan of Mysore.

"EXTRACT"

Chief Secretary to Government.

WD 1471—GPB—2,000—1-3-21

C 54

R. S. III-21

General and Revenue Secretariat. | File No. | of 1922 - 23.

Serial No.

Recommendations of the Special Finance Committee regarding reduction in the Menial Establishment.

....

Forwarded with extract of Council Resolution

To the Special Officer,
(Finance).

Submitted.

Beg to submit for consideration a draft final note and a draft G.O. embodying the resolution of the Council regarding the Menial Establishment.

Contn. sheet.

G. R. S. III. 2]

WD 2310—GPB—10,000—31-5-24

General and Revenue Secretariat. | File No. | of 19

Serial No.

Immediate

No O. 1627
Dt 9.9.12

Dear Sir,

I am directed to send herewith a ~~Copy~~ Copy of the G.O. relating to the recruitment of the menial establishment in the various Civil Offices in the State and regret the favour its being set in type and ~~three~~ two copies of final proof sent to me ~~early~~ before 2 P.M. on Sunday the 11th inst.

I am obliged & make as the order has to ~~be~~ strictly in print.

Yours obt

NOTE—Contin. sheet.

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read:-

Para 3 of G.O. No. G. 6620-45/G.M. 236-07-1 dated 13th May 1908 passing orders regarding the revision of the Menial establishments attached to the several Head Quarter Offices.

2. Resolution No. 38 of the Special Finance Committee recommending reduction in the Menial Establishment of the various offices and Departments in the State.

G. 1629-92 | G.M. 42-22-1

Order No. ~~G.M. 42-22-1~~ 11th Sep. 1922

Bangalore, dated ~~11th Sept.~~ 1922

The Special Finance Committee areof opinion that the strength of the menial establishments employed in Government Offices is much in excess of actual requirements and that the increase in expenditure consequent on the enhancement of pay granted to the menials in the service of the State within recent years renders a material reduction in the strength of the establishment absolutely necessary. They recommend that the system under which officers are permitted to detach a portion of the menial establishment for work at their residences should be restricted to cases in which a regard to public interests may be held to support the practice. They consider that the privilege of home orderlies should be limited in respect of

high functionaries and of officers having executive duties which bring them into contact with the general public. Basing their proposals on the assumption that about 6000 menials costing ~~about~~ Rs. 6,00,000 per annum are on duty either in Public Offices or at the residences of officers, they recommend that the strength of this establishment be reduced by about 1200 effecting a retrenchment in public expenditure to the extent of ~~about~~ Rs. 1,25,000 per annum.

2. Government are in full sympathy with this recommendation of the Special Finance Committee. A careful computation of the actual strength of the menial establishments employed in Government Offices and on duty with officers shows that the total number is ~~about~~ 4806 costing about Rs. 6,35,000 per annum or on an average of Rs. 11 per month per menial. Government consider that the expenditure of Rs 6 1/3 lakhs ~~of~~ -- rupees on menial establishments in Government -- Offices is excessive and that a reduction in this expenditure to the extent of at least Rs. 1,00,000 should be effected without delay.

3. Moreover, from a return recently obtained by ~~submitted to~~ Government, showing the allocation of duties to menials in the various Government Offices in the State, it is observed that the number of menials deputed for duty under officers both in their -- offices and at their residences is not fixed on any uniform basis ~~plan~~. Government are therefore pleased to direct that the following principles be observed in regard to the deputation of menials for duty under Gazetted Officers:-

(a) Every gazetted Officer in independent --

charge of an office should be allowed the services of a Government peon for duty at his residence whether he is a touring officer or not and that the peon should be employed solely for Government work.

(b) In the case of touring officers, such as Assistant Commissioners in charge of Sub Divisions, Government consider that two peons might be allowed to work at their residences.

(c) The officers of other Departments such as District Medical Officers, District Inspectors of Education, District Forest Officers, District Excise Officers, etc., may be allowed one peon each for work at their residences.

(d) In the case of Deputy Commissioners, Government consider that four peons might be deputed for duty at their residences.

(e) District Judges should be given two peons for work at their residences

(f) In the case of Heads of Departments, the number of peons for work at their residences may vary from 3 to 4 depending on the quantity of public work these officers would have to do at their residences.

(g) Other Officers employed in a subordinate capacity, such as Assistant Secretaries to Government, Head Quarter Assistants to Heads of Departments, may be allowed one peon each for work at home.

(h) In the case of Amildars, Government are of opinion that four peons should be allowed for work instead of 6 as at present.

(i) Government agree with the recommendation of the Committee that two peons may be allowed for duty under Sheikdars, and one under the executive

subordinates such as Excise Inspector, Sanitary Inspector, etc., to facilitate Government work.

(j) In the case of menials on orderly duty in Government offices, Government are of opinion that no officer of the grade below that of ~~the~~ Deputy Commissioner need have more than one orderly and no officer of higher status need have more than two.

4. It is estimated that a revision of the strength of the menial establishment deputed for duty under officers ~~under~~ on the principles enunciated above will result in a reduction of about 300 peons out of about 1,500 on duty in the residences of officers and about 250 out of 1250 on duty under officers in ~~Public~~ their Offices.

The total estimated strength of the menial establishment employed on other general and specific duties in Government Offices is about 2050 and Government consider that the strength of the menial establishment should be reduced by at least one ~~[illegible]~~ in the case of offices now having a strength of six peons such duties and in the proportion of ~~1~~ one in five ~~peons~~ in the case of offices employing 10 peons or more. This is expected to result in a reduction to the extent of about 210 in the strength of the total menial establishment.

5. Government consider that the uniform enhancement in the pay of the entire menial establishment workingin all Government Offices in accordance with Government Order No. Fl. C. 6-55/ S & A 5-21-11 dated 9th October 1921 has rendered the pay of the menials in the older offices such as the Revenue Department inequitable as compared to those drawn by [illegible] menials in

in offices sanctioned within recent years. They are therefore ofopinion that a revision in the pay of all menial establishments should be immediately undertaken and arepleased to direct that the rates of pay of peons may be revised as follows:

	Peons.	Duffedars.	Jamadars.
At Bangalore & Mysore.	11, 12, 13.	15.	17.
At other places.	10, 11, 12.	14.	16.

6. The Heads of Departments will be requested to submit for the formal orders of Government, statements showing the number of peons required for their departments in accordance with the principles enunciated above, with an estimate of approximate cost on the basis of the revised salaries sanctioned in this order. With a view to facilitate the revision of the menial establishment and effect a retrenchment to the extent of at least one lakh of rupees in the expenditure of this establishment under the control of the Heads of Departments, a statement will be forwarded to each Head of the Department showing the reduction in the number of menials employed in his department expected to be realised as a result of the principles approved in this order.

* The formulation of this final proposals preliminary statements prepared in the Secrett in accordance with these principles will be forwarded to the Heads of Depts, and they are requested to submit their proposals to me within one month from the date of this order

7. The Special Finance Committee make detailed recommendations in respect of the number of -- police orderlies that may be deputed for duty under certain ~~various~~ officers and in Courts. Government observe that this recommendation is made not with a view to reduce the strength of the Police Force, but in order to set free as large a number of constables as possible for their legitimate duties. The -- Inspector General of Police will be requested to

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go into this question in detail and submit recommendations as to the principles on which police in courts of magistrates, police officers, orderlies are now deputed on duty and the reduction that may be effected in their number.

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Chief Secretary to Govt.

To

All Secretaries to Government.
The Lawphlke Bhat
All Heads of Departments.

The Deputy Commissioners of Districts.

The Compiler, Mysore Gazette, for publication in the Gazette.

Copy to the Special Officer.

Review draft as approved by Dewan
Rs
4/9